



# DVCC, Inc.

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March 14, 2018

We would like to thank you for making our company so successful. Employees like you have been contributing to the company's success for 102 years. Even when the business climate in the U.S. has wavered, the quality of our employees has always been constant.

In his October visit to Dixon, Speaker Paul Ryan expressed admiration for companies like ours which continue to create products in the U.S. and employ U.S. citizens. He listened to our concerns, and spoke about giving U.S. businesses and workers a competitive advantage through comprehensive tax reform.

Today, our country's leaders are helping U.S. businesses become more competitive again. They are getting the country back on track by cutting unnecessary regulations that spike costs and stifle growth. We applaud the leaders who stood up for what is right and voted for tax reform. While the new tax law is far from perfect, it is a great start in helping companies like Dixon reinvest in the future.

The most important part of our future is our great employees. As a direct result of the new tax law and reduced regulations, we are excited to announce a \$1,000 bonus for each full time U.S. employee who has been with the company for at least one year. Those employed for six months will receive \$500 and those who have been with us for less time will receive \$250. All part time employees will receive \$100. We appreciate all you do for the company and look forward to continued success.

Sincerely,

R.L. Goodall

CEO